



Leading Change

News from the Masters in Diversity Management

SAVE THE DATE

YWCA Leadership Confer-	3/8
DMP Diversity & Org. Change class	3/8-3/10
Urban Forum @ Student Center	3/24
Multicultural Summit	3/30
Martin Davidson-The End of Diversity As We Know It	4/3
ISDP Conference	4/17
Diagnosing Diversity in Organizations	4/19

TOP TEN D&I TIPS

2 The Mechanics of Inclusion

Creating an inclusive climate has two elements –structural and cultural.

- Structure refers to the systems and policies in place that might favor one group or another.
- Culture refers to the attitudes, assumptions and norms of each organization. The way we get things done in our organizations. Is our culture ossified and rigid or is it open? Is our culture flexible? Does it value learning agility? If so is it open to examining the human ways in which we may be less than inclusive?
- In either case, audit your organization for both structural and cultural practices that perpetuate privilege of one group over another.
- What kind of climate do units within your organization have? What kind of tone have your managers set in their areas?
- What kinds of carrots and sticks does your organization have in place to ensure the behavior it claims to value?

ALUMNI NEWS

VOLUME 1, ISSUE 2

DEBORAH PICKENS, DMP 7 AND DIANA STARKS, DMP 12 (pictured)

have been selected as two of "America's Top Diversity Champions for 2012" by Diversity-Business.com. The "Top Champions" award is recognition for successful leadership efforts. This award is a list of leaders that have distinguished themselves in the markets and communities they serve with quantifiable results on important diversity initiatives. Deborah is Eaton Corporation's Director of Supplier Diversity



and Diana overseas diversity for the Federal Reserve.

SANDRA GOLDEN, DMP 2

has just published a new book with colleague Joanne Kilgour Dowdy, called, "Connecting the literacy puzzle: Linking the Professional, Personal, and Social Literacies." She has also been granted tenure and promoted to Associate Professor of Education at Defiance College.



VALISSA TURNER, DMP 14

has recently accepted the position of Manager of Lawyer Personnel and Diversity at

Thompson Hine, LLP. Prior to this position, Valissa served as the Diversity recruiter for Marshall School of Law. Valissa also worked in the law prior to joining CSU.

HEATHER STERANKA-PETIT, DMP 15

will be speaking on Cultural Elasticity at two Cuyahoga County Libraries. Registration is required:

Tuesday April 10, 7 pm at South Euclid-Lyndhurst Branch

[Click here](#) to register

Tuesday, May 7 pm at Middleburg Heights Branch

[Click here](#) to register.

Have some news to share? Send it to us!

CSU-DMP TO HOST CORNELL WEST AND MARTIN DAVIDSON

Scholar Dr. Cornell West is the keynote speaker for the [Multi-cultural Summit](#), which DMP is hosting on Friday, March 30.

Scholar and Author Dr. Martin Davidson will be at CSU to discuss his book, ["The End of](#)

[Diversity Efforts Fail and How Leveraging Difference Can Succeed."](#)

Dr. Davidson received his AB in Psychology & Social Relations in 1983. His PhD in Psychology was received from

Stanford University in 1988. His current work is a unique approach to managing diversity, leveraging difference, and developing talent in organizations.

